

IN THE UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF DELAWARE

CHRISTINA MONGELLI,	)	
	)	
Plaintiff,	)	
	)	
v.	)	C. A. No. 05-359-SLR
	)	
RED CLAY CONSOLIDATED SCHOOL	)	TRIAL BY JURY
DISTRICT BOARD OF EDUCATION,	)	DEMANDED
et al.,	)	
Defendants.	)	

**APPENDIX TO DEFENDANTS' OPENING BRIEF  
IN SUPPORT OF THEIR MOTION FOR SUMMARY JUDGMENT**

**(REDACTED COPY)**

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Dated: January 31, 2007

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504 Blackbird Drive  
Hockessin, DE 19707  
September 30, 2003

Red Clay Consolidated School District  
Director of Human Resources  
Attn: Debra Davenport  
2916 Duncan Road  
Wilmington, DE 19808

Dear Ms. Davenport:

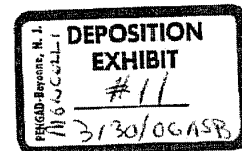
The purpose of this letter is to convey my interest in an Elementary Teacher (N-6) position or Reading Teacher (K-12) position in the Red Clay Consolidated School District. I was an Academic Intervention Services (AIS) Teacher at Lee Avenue Elementary School and Burns Avenue Elementary School in Hicksville, New York. Additionally, I have been a Permanent Substitute Teacher for the past several years in the Hicksville School District.

My teaching experiences in the Hicksville School District have been quite positive and rewarding. I know that I would be a valuable asset to your district. A review of my background will reveal a fine, well-rounded education both professionally and in the liberal arts. Through my education and experience, I have developed effective communication and analytical skills necessary for an educator. I am a creative, hardworking individual dedicated to providing my students with a high level of education and guidance. My schooling, work experience and professional manner enable me to contribute positively to your district's educational program.

I have enclosed my resume and a copy of my Teaching Certificates. If you would like further information, please feel free to contact me at (302) 239-9439. I look forward to meeting with you in the near future so we may discuss my qualifications in further detail. Thank you for your time and consideration.

Sincerely,

*Christina D. Mongelli*  
Christina D. Mongelli



D13

A1

Revised 3/0:

03 SEP 30 PM 2:40

NAME Mongelli Christina Diane SSN REDACTED  
Last First Middle

PRESENT ADDRESS 504 Blackbird Drive  
Hockessin Delaware 19707  
City State Zip

UNTIL \_\_\_\_\_ TELEPHONE (302) 239-9439

PERMANENT ADDRESS (Same as above) \_\_\_\_\_  
Street  
 \_\_\_\_\_  
City State Zip TELEPHONE ( ) \_\_\_\_\_

PENGAD-Beylans, N. 2.  
 DEPOSITION  
 EXHIBIT  
 #12  
 3/30/06 ASD

*Effective July 1, 1994, a criminal background clearance is required prior to employment with the Red Clav Consolidated School District*

**EDUCATIONAL PREPARATION**

College or University	Address	Dates Attended	
		from	to
Hofstra University	Hempstead, New York	9/92	8/94
Hofstra University	Hempstead, New York	9/88	5/91
Nassau Community College	Garden City, New York	9/86	5/88

**Student Teaching Experience**

Assignments:

Dates:

**TEACHING EXPERIENCE**

Starting with your present position, list all teaching positions for which you have been employed

School	City and State	Grade or Subject	Full or Part Time	Dates	
				from	to
Hicksville Summer School Burns Avenue Elem. School	Hicksville, New York	Grade 4	Part Time	7/03	8/03
Lee Avenue Elem. School	Hicksville, New York	Reading/Math Grades 3-5	Part Time	10/02	5/03
Hicksville High School	Hicksville, New York	Grades 9-12	Full Time	10/02	6/03
Hicksville School District	Hicksville, New York	All grades K-12	Part Time	10/99	9/02
Island Trees School District	Levittown, New York	All grades K-12	Part Time	11/98 9/91	12/99 6/94
Plainedge School District	Plainedge, New York	Grades K-8	Part Time	9/95	6/96

**NON-TEACHING EXPERIENCE**

Position / Type of Employment	Name and Address of Firm or Organization	Name of Supervisor	Dates	
			from	to

D15

Do you hold a valid State of Delaware teaching certificate? Yes ☒ No ☐ If Yes, indicate field(s):

I hold 2 valid State of New York teaching certificates:  
 Reading Teacher (Permanent Cert.) Nursery, Kindergarten + Grades 1-6 (Permanent Cert.)

PLEASE ATTACH A COPY OF ALL CERTIFICATES HELD AND A COPY OF THE RESULTS OF THE PRE-PROFESSIONAL SKILLS TEST

A3

Write a brief statement adding any information that will assist us in evaluating your qualifications.

I have a Bachelor of Arts degree (B.A.) in both Elementary Education and English (dual major). I have a Master of Science degree (M.S.) in Education with a Specialization in Reading. I have experience working with students of all grade levels and abilities. I have recently taught an Academic Intervention Program for students "at risk" I was successfully able to reinforce and expand my students' reading and math skills. I have utilized the "Soar to Success" reading program, along with a variety of other materials and reading strategies. I am dedicated and committed to providing students with a quality education in a highly supportive, positive learning environment.

#### SCHOOL ACTIVITIES AND OTHER INTERESTS

Check below those school activities in which you are interested and which you are qualified to coach or direct.

##### ATHLETICS

\_\_\_\_\_ Baseball  
 \_\_\_\_\_ Basketball  
 \_\_\_\_\_ Cross Country  
 \_\_\_\_\_ Football  
☒ Golf  
☒ Intramurals

\_\_\_\_\_ Soccer  
☒ Swimming  
☒ Tennis  
 \_\_\_\_\_ Track  
 \_\_\_\_\_ Wrestling  
 \_\_\_\_\_ Other \_\_\_\_\_

##### OTHER ACTIVITIES

☒ Club Sponsor  
 \_\_\_\_\_ Debate  
☒ Dramatics  
☒ Newspaper  
☒ Yearbook  
☒ Other Photography

List experiences in athletics or other activities checked above.

A. Participant I play golf occasionally and swim often. I used to play tennis and swim on Fire Island, New York for over 10 years. I greatly enjoy writing and dramatics. I have studied both creative writing and theatre arts. I have professional experience in dramatics/acting.

B. Coach I would direct the newspaper, yearbook, and photography clubs.

2. Other Activities I have taken several photography classes.



**REFERENCES**

Please list persons whom we may contact for information concerning your professional preparation and competence. Do not list relatives or persons who know you only as a friend or who can evaluate only your personality and character. List your classroom cooperating teacher if your student teaching was done within the last three years.

Complete mailing address must be included.

Name	Position	Complete Mailing Address	Telephone No.
Geraldine Durso	Principal	Lee Avenue School 1 Seventh Street Hicksville, New York 11801	(516) 733-6554
Brijinder Singh	Principal	Hicksville High School 130 Division Avenue Hicksville, New York 11801	(516) 733-6624
Cynthia Saltzer	Teacher	17 Rosewood Lane Wantagh, New York 11793	(516) 796-3380
Tony Voscopoulos	Teacher	3 Robert Avenue Massapequa, New York 11758	(516)

**PERSONAL DATA**

Have you ever been dismissed, asked to resign, or refused employment? Yes ☒ No If Yes, please explain \_\_\_\_\_

Are you now employed? Yes ☒ No If Yes, may we contact your present employer? Yes No

Have you ever been convicted of a crime? Yes ☒ No If Yes, please attach an explanation (omit minor traffic violations).

To your knowledge is there any reason why you cannot perform the essential functions of the position for which you have applied?

Yes No If Yes, please explain \_\_\_\_\_

Veteran of Military Service? ☒ No Yes If Yes, complete the section below:

Branch	Active Duty Dates	Duties
	From _____ To _____	
	MM / YY MM / YY	

**A NOTE TO ALL APPLICANTS**

It is the responsibility of the Applicant to forward an official transcript of his or her college record, credentials and evidence of certification directly to Human Resources. Applications **will be considered complete** only when all transcripts, credentials, certificates, etc., have been received in Human Resources. Only completed applications will be considered.

The Red Clay Consolidated School District, is an equal opportunity employer, always seeking applications from qualified persons. An application remains active for one year from the date of receipt of the **completed application**. An application may be kept active beyond that date upon written request from the applicant accompanied by appropriate updated information.

Assignments are made in accordance with the needs of the school system and are subject to change. Any person signing a contract with the Red Clay Consolidated School District accepts these conditions.

I certify that all statements and answers given herein are true and complete to the best of my knowledge. I authorize an investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision. I agree to release the Red Clay Consolidated School District from any legal liability in obtaining verification of any information furnished relating to my employment.

In the event of employment, I understand that false or misleading information given on my application or interview(s) may result in discharge. I understand also that I am required to abide by all rules and regulations of the employer.

Christina D. Mongelli  
Signature of Applicant

September 30, 2003  
Date

Return Application to:

**RED CLAY CONSOLIDATED SCHOOL DISTRICT**  
**HUMAN RESOURCES**  
2916 Duncan Road  
Wilmington, Delaware 19808  
(302) 683-6662

D17





**RED CLAY CONSOLIDATED  
SCHOOL DISTRICT**

Robert J. Andrzejewski, Ed.D.  
Superintendent

Administrative Offices  
2916 Duncan Road  
Wilmington, DE 19808

**Human Resources**

(302) 683-6656  
FAX (302) 636-8778

Debra Davenport  
Manager

Debra.Davenport@redclay.k12.de.us

February 19, 2004

Ms. Christina Diane Mongelli - 121-66-7392  
504 Blackbird Drive  
Hockessin, DE 19707

Dear Ms. Mongelli,

RE: Board Action Appointment - 02/18/2004  
(pending criminal background check)  
Teaching Position - DICKINSON - Special Education  
Effective - 01/20/2004  
Temporary Through - 06/30/2004

It is a pleasure to inform you that the Board of Education, on the above date, took action to appoint you to a teaching position and you will receive a temporary contract. Appointment to this position is of a temporary nature and is not in any way to be construed that the Board intends to continue your employment beyond the above date.

Please contact your principal to discuss your assignment and any other concerns in connection with your employment that you may have.

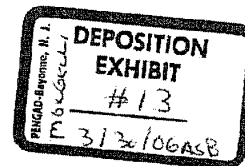
If you have not already done so, it will be necessary for you to visit the Human Resources Office, 2916 Duncan Road, Wilmington, Delaware, for a pre-employment conference and to contact our Benefits Office, 683-6672, concerning your employee benefits.

On behalf of the Board of Education, I wish you success in the Red Clay Consolidated School District. If I can be of assistance, please feel free to contact me.

Sincerely,

Debra Davenport  
Manager  
Human Resources

DD:vb



The Red Clay Consolidated School District does not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in its programs, activities or employment practices as required by Title VI, Title IX and Section 504. The district coordinator of compliance is: Administrator of Human Resources Development, RCLSD, 2916 Duncan Road, Wilmington, DE 19808 (302) 683-6662.

Mongelli-1

A6

**FORM A – EMERGENCY CERTIFICATE REQUEST FORM**  
2003-2004

I am requesting an Emergency Certificate in the area of Exceptional Children 7-12  
(subject area)  
for Christina Mongelli This educator holds the following valid  
(name of educator)  
license

- ☒ Initial License  
☐ Continuing License  
☐ Advanced License

with a Standard Certificate in

K-4

I have attempted to hire a highly qualified educator for this position (\*see documentation).  
I believe that this individual is competent to fill this position at this time.

The Red Clay will assist the educator in  
(school district)  
completing the requirements to become highly qualified by doing the following:

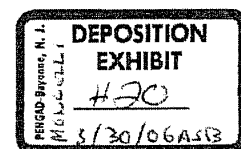
Mentoring  
Monitoring  
Tuition Reimbursement

I am aware that the district must send a letter to the Office of Professional Accountability reporting  
on the progress of the educator in meeting certification requirements. Documentation should include  
copies of transcripts and the summative evaluation.

If the educator has an unsatisfactory evaluation or makes no attempt to satisfy the certification  
requirements the Emergency Certificate will be suspended.

\*Documentation includes evidence of recruitment efforts and an interview schedule.

[Signature]  
Signature of Personnel Director or Designee



**STUDENT BEHAVIOR REFERRAL**\* **FOR INTERNAL USE ONLY** - To be completed within a reasonable amount of time.**PART I.** Teacher's Name Ms. Mongelli Date 3/1/04Student's Name: JW Grade: 9Occurrence Date: 3/1/04 Time: 12:30 Location: M109Behavior: ☐ New ☐ Ongoing Description of OBSERVED Student Behavior: JW

continues to be extremely disruptive. Today, JW used inappropriate language, continually got out of his seat, and refused to keep his hands off other students. He grabbed other students by their shirts and/or arms. JW often uses inappropriate language (cursing and sexual language). He continues to do and say whatever he pleases. He will often instigate an argument for no reason or bully another student. He does no work.

**PART II.** Check off the attempts used to resolve the problem. (Indicate date and method used in making parental contact.)

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Student/Teacher Conference | <input type="checkbox"/> Parent Contact - Date _____                  | <input type="checkbox"/> Detention       |
| Date _____  | Phone <input type="checkbox"/> and/or Letter <input type="checkbox"/> | <input type="checkbox"/> Work Assignment |
| <input type="checkbox"/> Disciplinary Probation     | Conference <input type="checkbox"/>                                   | <input type="checkbox"/> REACH Referral  |
| <input type="checkbox"/> Reprimand                  | <input type="checkbox"/> Behavioral Contract                          | <input type="checkbox"/> Other _____     |

Teacher's Signature \_\_\_\_\_

**PART III.** Check off the administrative action used to resolve the problem after referral. (Indicate date and method used in making parent contact.)

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Student Counseled             | <input type="checkbox"/> In-School Alternative  | <input type="checkbox"/> Restitution/Restoration           |
| <input type="checkbox"/> Work Assignment               | <input type="checkbox"/> Denial of Bus Privileges   | <input type="checkbox"/> Referral to Courts                |
| <input type="checkbox"/> Reprimand                     | <input type="checkbox"/> Denial of Driving Privileges   | <input type="checkbox"/> Behavioral Contracts              |
| <input type="checkbox"/> Detention                     | <input type="checkbox"/> Suspension   | <input type="checkbox"/> Alternative School Recommendation |
| <input type="checkbox"/> Disciplinary Probation        | <input type="checkbox"/> Exclusion  | <input type="checkbox"/> Recommendation for Due Process    |
| <input type="checkbox"/> Removal from Class            |   |  |
| <input type="checkbox"/> In-School Referral _____      |   |  |
| <input type="checkbox"/> Outside Agency Referral _____ |   |  |
| <input type="checkbox"/> Parent Contact - Date _____   | Phone <input type="checkbox"/> and/or Letter <input type="checkbox"/> Conference <input type="checkbox"/> |  |

Comments ( if any ) : \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Administrator's Signature \_\_\_\_\_ Date \_\_\_\_\_

Form 240 (Rev. 6/97)

White - Principal Yellow - Return to Teacher Pink - Discipline File Gold - Remains with Teacher

Mongelli-82

# THE RED CLAY CONSOLIDATED SCHOOL DISTRICT

## STUDENT BEHAVIOR REFERRAL

\* **FOR INTERNAL USE ONLY** - To be completed within a reasonable amount of time.

**PART I.** Teacher's Name \_\_\_\_\_ Date 3/2/04

Student's Name: JW Grade: 9

Occurrence Date: \_\_\_\_\_ Time: \_\_\_\_\_ Location: \_\_\_\_\_

Behavior: ☐ New ☐ Ongoing Description of Student Behavior: JW continues to be extremely disruptive and disrespectful. He continually got out of his seat and refused to keep his hands off other students. JW talked very loud while I was teaching the class. When I told him to stop talking, he yelled out: "Fuck her" JW got out of his seat and yelled "I'm going to knock her fucking head off."

**PART II.** Check off the attempts used to resolve the problem. (Indicate date and method used in making parental contact.)

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Student/Teacher Conference<br>Date _____ | <input type="checkbox"/> Parent Contact - Date _____<br>Phone <input type="checkbox"/> and/or Letter <input type="checkbox"/> | <input type="checkbox"/> Detention<br><input type="checkbox"/> Work Assignment |
| <input type="checkbox"/> Disciplinary Probation                   | Conference <input type="checkbox"/>   | <input type="checkbox"/> REACH Referral  |
| <input type="checkbox"/> Reprimand                                | <input type="checkbox"/> Behavioral Contract  | <input type="checkbox"/> Other _____   |

Teacher's Signature \_\_\_\_\_

**PART III.** Check off the administrative action used to resolve the problem after referral. (Indicate date and method used in making parent contact.)

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Student Counseled             | <input type="checkbox"/> In-School Alternative  | <input type="checkbox"/> Restitution/Restoration           |
| <input type="checkbox"/> Work Assignment               | <input type="checkbox"/> Denial of Bus Privileges   | <input type="checkbox"/> Referral to Courts                |
| <input type="checkbox"/> Reprimand                     | <input type="checkbox"/> Denial of Driving Privileges   | <input type="checkbox"/> Behavioral Contracts              |
| <input type="checkbox"/> Detention                     | <input type="checkbox"/> Suspension   | <input type="checkbox"/> Alternative School Recommendation |
| <input type="checkbox"/> Disciplinary Probation        | <input type="checkbox"/> Exclusion  | <input type="checkbox"/> Recommendation for Due Process    |
| <input type="checkbox"/> Removal from Class            |   |  |
| <input type="checkbox"/> In-School Referral _____      |   |  |
| <input type="checkbox"/> Outside Agency Referral _____ |   |  |
| <input type="checkbox"/> Parent Contact - Date _____   | Phone <input type="checkbox"/> and/or Letter <input type="checkbox"/> Conference <input type="checkbox"/> |  |

Comments ( if any ) : \_\_\_\_\_

Administrator's Signature \_\_\_\_\_ Date \_\_\_\_\_

Form 240 (Rev 6/02)

White - Principal Yellow - Return to Teacher Pink - Discipline File Gold - Remains with Teacher

Mongelli-83

RED CLAY CONSOLIDATED SCHOOL DISTRICT

CLASS REPORT

Student Name JW Homeroom \_\_\_\_\_

Class cut, Lateness, Behavior JW threw

Date(s) 3/31/04 on the floor.

Subject English JW Kicked

Period/Mod 7/8 book bag.

Teacher Signature Ms. Mongelli Date(s) of Detention \_\_\_\_\_

Confirmation Requested

For Official Use

- |   |  |
|---|--|
| <input type="checkbox"/> Detention Assigned     | <input type="checkbox"/> Student Escorted to Class |
| <input type="checkbox"/> Parents Contacted      | <input type="checkbox"/> Student Suspended         |
| <input type="checkbox"/> Parent Conference Held | <input type="checkbox"/> Other                     |

Copies: White - Office Canary - Teacher Pink - Student

Mongelli-84

RED CLAY CONSOLIDATED SCHOOL DISTRICT

CLASS REPORT

Student Name JW Homeroom \_\_\_\_\_

Class cut, Lateness, Behavior Refused to stop talking on cell phone.

Date(s) 3/31/04

Subject Social Studies called me a "fucking bitch."

Period/Mod 9

Teacher Signature Ms. Mongelli Date(s) of Detention \_\_\_\_\_

Confirmation Requested

For Official Use

- |   |  |
|---|--|
| <input type="checkbox"/> Detention Assigned     | <input type="checkbox"/> Student Escorted to Class |
| <input type="checkbox"/> Parents Contacted      | <input type="checkbox"/> Student Suspended         |
| <input type="checkbox"/> Parent Conference Held | <input type="checkbox"/> Other                     |

Copies: White - Office Canary - Teacher Pink - Student

Mongelli-85

A11

RED CLAY CONSOLIDATED SCHOOL DISTRICT

CLASS REPORT

Student Name: JW Homeroom: \_\_\_\_\_

Class cut, Lateness, Behavior JW called

Date(s) 4/1/04 me a "fucking  
bitch" many times,

Subject English "fucking ugly,"

Period/Mod 7/8 "fucking idiot," and  
told me to "get the

Teacher Signature Ms. Mongelli fuck out of here"  
Date(s) of Detention

Confirmation Requested

For Official Use

- |   |  |
|---|--|
| <input type="checkbox"/> Detention Assigned     | <input type="checkbox"/> Student Escorted to Class |
| <input type="checkbox"/> Parents Contacted      | <input type="checkbox"/> Student Suspended         |
| <input type="checkbox"/> Parent Conference Held | <input type="checkbox"/> Other                     |

Copies: White - Office Canary - Teacher Pink - Student

Mongelli-86

A12



03/30/2005

08:10

RED CLAY SCHOOL DIST HUMAN RES + 95763359

NO. 951

D02



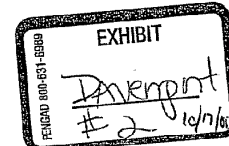
## DEPARTMENT OF EDUCATION

THE TOWNSEND BUILDING  
P.O. BOX 1402  
DOVER, DELAWARE 19903-1402  
DOE WEBSITE: <http://www.doe.state.de.us>

Valerie A. Woodruff  
Secretary of Education  
Voice: (302) 739-4601  
FAX: (302) 739-4654

April 12, 2004

Christina Diane Mongelli  
SSN 121-66-7392  
504 Blackbird Drive  
Hockessin, DE 19707



Dear Ms. Mongelli:

Enclosed is an Emergency TEACHER OF EXCEPTIONAL CHILDREN - LD, SED AND MH (SECONDARY 7-12) Certificate as requested for you by your local Superintendent. Please note that the certificate is effective for a period of 3 years, from 1/20/2004 to 1/31/2007. The Emergency Certificate is not renewable and is issued on an emergency basis. It is your responsibility to complete the requirements for full certification. You will be issued the appropriate certificate upon completion of the following:

## Option 1:

Matriculate through an Approved Program in EXCEPTIONAL CHILDREN 7-12 Education from a regionally-accredited college or university  
OR

## Option 2:

Submit passing scores on the PRAXIS II test in EXCEPTIONAL CHILDREN 7-12 Education (#0532) after cut scores have been established by the Professional Standards Board (when available)  
OR

## Option 3:

Complete Course Count Requirements listed below: A minimum of 27 semester hours required core courses as follows (see note below\*\*):

A minimum of 27 semester hours required core courses for all Exceptional Teaching Licenses

- 3 Semester Hours--Classroom Management
- 3 Semester Hours--Introduction/Education of Exceptional Children
- 3 Semester Hours--Applied Behavior Analysis
- 6 Semester Hours--Electives in Special Education
- 3 Semester Hours--Issues in Secondary Transition and Vocational Education
- 3 Semester Hours--Methods/Curriculum in Secondary Exceptional Children
- 3 Semester Hours--Diagnosis/Assessment IEP Development for Exceptionalities
- 3 Semester Hours--Assistive Technology (Mildly and Moderately Disabled)

(OVER)

EDUCATION INFO LINE:  
(877) 858-3787

THE STATE OF DELAWARE IS AN EQUAL OPPORTUNITY  
EMPLOYER AND DOES NOT DISCRIMINATE OR DENY  
SERVICES ON THE BASIS OF RACE, COLOR, RELIGION,  
NATIONAL ORIGIN, SEX, DISABILITY AND/OR AGE.

TEACHER CERTIFICATION INFO:  
(888) 759-9133

D228

A13

03/30/2006

08:18

RED CLAY SCHOOL DIST HUMAN RES → 95763359

NO.961


003

*Successful completion of the following sections of the PRAXIS I. Passing written/computer scores are: Reading 175/322, Writing 173/319, and Mathematics 174/319.*

**\*\*Please be advised that amendments to 14 DE Administrative Code 1562 are being considered by the Delaware Professional Standards Board, which would repeal this regulation approximately by June 30, 2006. If the amendments pass and are approved by the Delaware State Board of Education, it will mean that you must have ALL requirements completed by June 30, 2006 to be eligible for a standard certificate in the area of EXCEPTIONAL CHILDREN 7-12 per DE Administrative Code 1562. If you have not completed these requirements by 6/30/06, you will need to matriculate from an approved program and meet all new requirements in effect at that time.**

When the above requirements have been completed, please have official transcripts and/or other documentation sent to the DOE Certification Office.

Sincerely,



Aleta M. Hannah, Ph. D.  
Education Specialist  
Educator Licensure  
Tel: 739-4686

Enclosure

CC: RED CLAY CONSOLIDATED SCHOOL DISTRICT

**P.S. RED CLAY CONSOLIDATED SCHOOL DISTRICT:** Please complete the form entitled: SUMMARY FORM B-EMERGENCY CERTIFICATE-as shown on the given example. Due to the new certification laws, Delaware Code 1515, "In its request for the issuance of an emergency certificate, the employing district must (3.1.1) document its efforts to hire a certified educator by supplying the Department with copies of job postings, recruitment efforts, and advertisements. . . . (3.1.3) Set forth a written plan to support and assist the proposed recipient in achieving the skills and knowledge necessary to meet the applicable certification requirements."

D229

A14

Certificate No. 90944

**Department of Education**  
**State of Delaware**

*Know all persons by these Present, that*

**CHRISTINA DIANE MONGELLI**

having fulfilled the requirements of the rules and regulations  
of the State Board of Education

for the certification of Professional School Personnel is hereby granted this

**EMERGENCY CERTIFICATE**

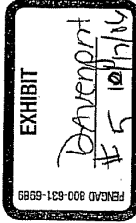
and is licensed to hold the position of

**TEACHER OF EXCEPTIONAL CHILDREN - LD, SED AND MH (SECONDARY 7-12)**

in the State of Delaware for 3 years  
unless this Certificate be sooner revoked.

Given at Dover: April 12, 2004  
Effective Date: January 20, 2004  
Expiration Date: January 31, 2007

*Deloris A. Jones*  
Secretary of Education



D87



**CLAY CONSOLIDATED  
SCHOOL DISTRICT**

ert J. Andrzejewski, Ed.D.  
Superintendent

Administrative Offices  
2916 Duncan Road  
Wilmington, DE 19808

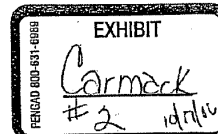
JOHN DICKINSON  
HIGH SCHOOL  
1801 Milltown Road  
Wilmington, Delaware, 19808

(302) 992-5500  
FAX (302) 992-5506

Chad C. Carmack  
Principal

cd.Carmack@redclay.k12.de.us

**Memorandum**



TO: Diane L. Dunmon  
Debra Davenport

FROM: Chad C. Carmack

CC: Tony Orga  
Susan Rash  
Assistant Principals

RE: JDHS Staffing

DATE: April 22, 2004

Attached you will find the most recent John Dickinson High School 2004/05 staffing plan. I have utilized the 58 + 1 para units assigned to our school. I did list two driver education positions, which makes my total staff listing 61. Also, I have highlighted those teachers listed as temporary employees, I recommend they be rolled over into the 2004/05 school year. Please contact me if they cannot be rehired.

Below you will find our anticipated vacancies:

- Social Studies
- Special Education
- Consumer Science (Child Development)

Please let me know if you have any questions in reference to my anticipated vacancy list. Thank you for your assistance.

D96

The Red Clay Consolidated School District does not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in its programs, activities or employment practices as required by Title VI, Title IX and Section 504. The district coordinator of compliance is: Administrator of Human Resources Development, RCCSD, 2916 Duncan Road, Wilmington, DE 19808 (302) 992-6662.

*JOHN DICKINSON HS 2004 05 UNITS (4/22/04)*

<i>UNIT</i>	<i>Position</i>	<i>Last Name</i>	<i>First Name</i>
01	ART	WINNERLING	DAVID
02	ASSISTANT PRINCIPAL	ARMSTRONG	STEPHANIE
03	BUS ED	WEXLER	MICHAEL
04	BUS ED	BURGER	SHERRITT
05	BUS ED	JUST	DIANNE
06	CON SCIENCE	Open	Open
07	COUNSELOR	FULLMER	PATRICIA
08	COUNSELOR	SCOTT	ELAINE
09	COUNSELOR	GILLESPIE	JON
10	DISC	KUKAN	DONALD
11	DR ED	DISTEFANO	CHRISTOPHER
12	DR ED	ROBINSON	JACKIE
13	ENGLISH	DEIDRICK	BEVERLY
14	ENGLISH	ZERBE	KRISTIN
15	ENGLISH	VYE	REBECCA
16	ENGLISH	TIPPETT	SUSAN
17	ENGLISH	VUCCOLA	MICHAEL
18	ENGLISH	BARTH	COLLEEN
19	ENGLISH	CICORIA	LISA
20	FL	TRAVALINI	GINA
21	FL	ZAETTA	MYRNA
22	FL	CORNISH	MYRON
23	FL	SHORT	JENNIFER
24	HLTH/PE	HAYNES	JENNIFER
25	HLTH/PE	DICK	ANDREW
26	HLTH/PE	LASORSA	PAUL
27	MATH	HOWARD	STEVEN
28	MATH	SPITSBERGEN	SUSANNE

*Thursday, April 22, 2004**Page 1 of 3*

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<i>UNIT</i>	<i>Position</i>	<i>Last Name</i>	<i>First Name</i>
29	MATH	HERHOLDT	ANNE
30	MATH	ALLEN	ANGEL RENEE
31	MATH	EHMANN	KAREN
32	MATH	POLITE	SHERRY
33	MEDIA	SMITH	SUZANNE
34	MUSIC	CASSIDY	SHEILA
35	MUSIC	HOCKING	JOSEPH
36	NURSE	WATSON	DONNA
37	SCIENCE	WARE	DOUGLAS
38	SCIENCE	HEATH	LARRY
39	SCIENCE	CICCONI	SONJA ANNA
40	SCIENCE	LERTOLA	JAMES
41	SCIENCE	STEPHENSON	CRAIG
42	SCIENCE	KARCHA	ROBERT
43	SCIENCE	BURPEE	KRISTINE
44	SP ED	WILLIAMS	RACHEL
45	SP ED	FILLINGAME	KEVIN
46	SP ED	WILSON	KELLEY
47	SP ED	Open	Open
48	SP ED	LENKIEWICZ	MARIE
49	SP ED	REALER	JAMES
50	SP ED	Open	Open
51	SP ED ED	NORTON	KRISTEN
52	SS	THOMAS	DAVID
53	SS	Open	Open
54	SS	MONTEBELL	JOSEPH
55	SS	LEE	SUK WOO (DAVID)
56	SS	HARDING	RAHN
57	SS	CINI	RICHARD
58	TECH ED	WHARTON	RAY

Thursday, April 22, 2004

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<i>UNIT</i>	<i>Position</i>	<i>Last Name</i>	<i>First Name</i>
59	TECH ED	SHEEHY	KATHRYN
60	TECH ED	MINCHHOFF	MICHAEL
61	TECH ED	HENSLEY	THOMAS

*Thursday, April 22, 2004*

*Page 3 of 3*

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# THE RED CLAY CONSOLIDATED SCHOOL DISTRICT

## STUDENT BEHAVIOR REFERRAL

\* FOR INTERNAL USE ONLY - To be completed within a reasonable amount of time.

**PART I.** Teacher's Name Ms. Mongelli Date 4/26/04

Student's Name: JW Grade: 9

Occurrence Date: 4/26/04 Time: Period 7/8 Location: M109

Behavior: ☐ New ☒ Ongoing Description of Student Behavior: JW continues to use very inappropriate language. Today, JW behaved extremely inappropriately. As I leaned over to help a student who was seated, JW got out of his seat and came up behind me. He grabbed me forcefully and proceeded to "hump" me.

**PART II.** Check off the attempts used to resolve the problem. (Indicate date and method used in making parental contact.) parent not home

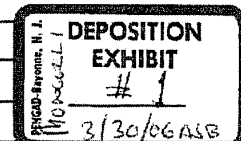
- ☒ Student/Teacher Conference Date 4/26/04 ☒ Parent Contact - Date 4/26/04 ☐ Detention
- ☐ Disciplinary Probation ☐ Phone ☒ and/or Letter ☐ Work Assignment
- ☐ Reprimand ☐ Conference ☐ REACH Referral
- ☐ Behavioral Contract ☐ Other \_\_\_\_\_

Teacher's Signature Ms. Mongelli

**PART III.** Check off the administrative action used to resolve the problem after referral. (Indicate date and method used in making parent contact.)

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Student Counseled             | <input type="checkbox"/> In-School Alternative  | <input type="checkbox"/> Restitution/Restoration           |
| <input type="checkbox"/> Work Assignment               | <input type="checkbox"/> Denial of Bus Privileges   | <input type="checkbox"/> Referral to Courts                |
| <input type="checkbox"/> Reprimand                     | <input type="checkbox"/> Denial of Driving Privileges   | <input type="checkbox"/> Behavioral Contracts              |
| <input type="checkbox"/> Detention                     | <input type="checkbox"/> Suspension   | <input type="checkbox"/> Alternative School Recommendation |
| <input type="checkbox"/> Disciplinary Probation        | <input type="checkbox"/> Exclusion  | <input type="checkbox"/> Recommendation for Due Process    |
| <input type="checkbox"/> Removal from Class            |   |  |
| <input type="checkbox"/> In-School Referral _____      |   |  |
| <input type="checkbox"/> Outside Agency Referral _____ |   |  |
| <input type="checkbox"/> Parent Contact - Date _____   | Phone <input type="checkbox"/> and/or Letter <input type="checkbox"/> Conference <input type="checkbox"/> |  |

Comments (if any): \_\_\_\_\_



Administrator's Signature \_\_\_\_\_ Date \_\_\_\_\_

# THE RED CLAY CONSOLIDATED SCHOOL DISTRICT

## STUDENT BEHAVIOR REFERRAL

\* FOR INTERNAL USE ONLY - To be completed within a reasonable amount of time.

**PART I.** Teacher's Name Ms. Mongelli Date 5/3/04

Student's Name: [redacted] Grade: 9

Occurrence Date: 5/3/04 Time: Period 7/8 Location: M109

Behavior: ☐ New ☐ Ongoing Description of Student Behavior: When I was teaching the class, [redacted] looked directly at my breasts and stated: "Your nipples are hard." At the end of the period, [redacted] grabbed my arm forcefully and pulled me close to his body. He stated: "Your a bitch, but I mean that in a good way."

**PART II.** Check off the attempts used to resolve the problem. (Indicate date and method used in making parental contact.)

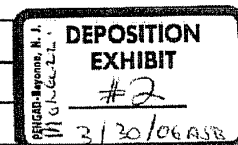
- ☒ Student/Teacher Conference Date 5/3/04 ☒ Parent Contact - Date 5/3/04 ☐ Detention
- ☐ Disciplinary Probation ☐ Phone ☒ and/or Letter ☐ Work Assignment
- ☐ Reprimand ☐ Conference ☐ REACH Referral
- ☐ Behavioral Contract ☐ Other \_\_\_\_\_

Teacher's Signature Ms. Mongelli

**PART III.** Check off the administrative action used to resolve the problem after referral. (Indicate date and method used in making parent contact.)

- ☐ Student Counseled ☐ In-School Alternative ☐ Restitution/Restoration
- ☐ Work Assignment ☐ Denial of Bus Privileges ☐ Referral to Courts
- ☐ Reprimand ☐ Denial of Driving Privileges ☐ Behavioral Contracts
- ☐ Detention ☐ Suspension ☐ Alternative School Recommendation
- ☐ Disciplinary Probation ☐ Exclusion ☐ Recommendation for Due Process
- ☐ Removal from Class
- ☐ In-School Referral \_\_\_\_\_
- ☐ Outside Agency Referral \_\_\_\_\_
- ☐ Parent Contact - Date \_\_\_\_\_ Phone ☐ and/or Letter ☐ Conference ☐

Comments ( if any ) : \_\_\_\_\_



Administrator's Signature \_\_\_\_\_ Date \_\_\_\_\_

# THE RED CLAY CONSOLIDATED SCHOOL DISTRICT

## STUDENT BEHAVIOR REFERRAL

\* FOR INTERNAL USE ONLY - To be completed within a reasonable amount of time.

**PART I.** Teacher's Name Ms. Mongelli Date 5/4/04

Student's Name: [redacted] Grade: 9

Occurrence Date: 5/4/04 Time: Period 9 Location: A105B

Behavior: ☐ New ☒ Ongoing Description of Student Behavior: At the end of the period, [redacted] sat on top of the desk and stared directly at me. [redacted] opened his legs wide and pretended to be having sex. He moved the lower portion of his body up and down quite rapidly. He said: "Oh, oh, Aah." He made "sucking" noises with his mouth and pretended he was breathing heavily.

**PART II.** Check off the attempts used to resolve the problem. (Indicate date and method used in making parental contact.)

☒ Student/Teacher Conference Date 5/4/04 ☐ Parent Contact - Date \_\_\_\_\_ Phone ☐ and/or Letter ☐ Conference ☐ Detention ☐ Work Assignment ☐ REACH Referral ☐ Other \_\_\_\_\_

☐ Disciplinary Probation ☐ Reprimand ☐ Behavioral Contract

Teacher's Signature Ms. Mongelli

**PART III.** Check off the administrative action used to resolve the problem after referral. (Indicate date and method used in making parent contact.)

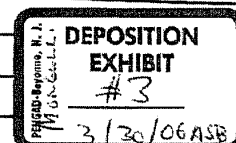
☐ Student Counseled ☐ In-School Alternative ☐ Restitution/Restoration ☐ Referral to Courts ☐ Behavioral Contracts ☐ Alternative School Recommendation ☐ Recommendation for Due Process

☐ Work Assignment ☐ Denial of Bus Privileges ☐ Denial of Driving Privileges ☐ Suspension ☐ Exclusion

☐ Reprimand ☐ Detention ☐ Disciplinary Probation ☐ Removal from Class ☐ In-School Referral ☐ Outside Agency Referral

☐ Parent Contact - Date \_\_\_\_\_ Phone ☐ and/or Letter ☐ Conference ☐

Comments (if any): \_\_\_\_\_



Administrator's Signature \_\_\_\_\_ Date \_\_\_\_\_

# THE RED CLAY CONSOLIDATED SCHOOL DISTRICT

## STUDENT BEHAVIOR REFERRAL

\* FOR INTERNAL USE ONLY - To be completed within a reasonable amount of time.

**PART I.** Teacher's Name Ms. Mongelli Date 5/5/04

Student's Name: JW Grade: 9

Occurrence Date: 5/5/04 Time: Period 7/8 Location: M109

Behavior: ☐ New ☒ Ongoing Description of Student Behavior: As I walked into the classroom at the beginning of the period, JW grabbed my arm very forcefully and refused to let go. He said, "Let's do the tango." He pulled me close to his body and moved me forward. When I told him to let go of my arm, he said: "Your a bitch. Chill." Then, he stated: "Do you have sex?" and "Who do you have sex with?"

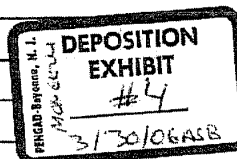
**PART II.** Check off the attempts used to resolve the problem. (Indicate date and method used in making parental contact.)

☒ Student/Teacher Conference Date 5/5/04 ☐ Parent Contact - Date \_\_\_\_\_ Phone ☐ and/or Letter ☐ ☐ Detention  
☐ Disciplinary Probation Conference ☐ ☐ Work Assignment  
☐ Reprimand ☐ Behavioral Contract ☐ REACH Referral  
☐ Other \_\_\_\_\_  
 Teacher's Signature Ms. Mongelli

**PART III.** Check off the administrative action used to resolve the problem after referral. (Indicate date and method used in making parent contact.)

☐ Student Counseled ☐ In-School Alternative ☐ Restitution/Restoration  
☐ Work Assignment ☐ Denial of Bus Privileges ☐ Referral to Courts  
☐ Reprimand ☐ Denial of Driving Privileges ☐ Behavioral Contracts  
☐ Detention ☐ Suspension ☐ Alternative School Recommendation  
☐ Disciplinary Probation ☐ Exclusion ☐ Recommendation for Due Process  
☐ Removal from Class  
☐ In-School Referral \_\_\_\_\_  
☐ Outside Agency Referral \_\_\_\_\_  
☐ Parent Contact - Date \_\_\_\_\_ Phone ☐ and/or Letter ☐ Conference ☐

Comments ( if any ) : \_\_\_\_\_



Administrator's Signature \_\_\_\_\_ Date \_\_\_\_\_

# **THE RED CLAY CONSOLIDATED SCHOOL DISTRICT** **STUDENT BEHAVIOR REFERRAL**

\* FOR INTERNAL USE ONLY - To be completed within a reasonable amount of time.

**PART I.** Teacher's Name Ms. Mongelli Date 5/5/04

Student's Name: JW Grade: 9

Occurrence Date: 5/5/04 Time: Period 9 Location: A105B

Behavior: ☐ New ☒ Ongoing Description of Student Behavior: JW refused to sit in his seat and to stop talking. When I told him to sit down, he threatened: "My mom is going to take care of you. She's going to rock you." I wrote out an SOS form and gave it to JW. He yelled, "I ain't fucking going anywhere. You're a fucking bitch." He tore the form in half. I called the main office for an administrator. Mr. Carmack came to the classroom and removed JW.

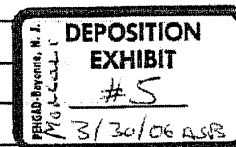
**PART II.** Check off the attempts used to resolve the problem. (Indicate date and method used in making parental contact.)

☒ Student/Teacher Conference Date 5/5/04 ☐ Parent Contact - Date \_\_\_\_\_ Phone ☐ and/or Letter ☐ ☐ Detention  
☐ Disciplinary Probation Conference ☐ ☐ Work Assignment  
☐ Reprimand ☐ Behavioral Contract ☐ REACH Referral  
☐ Other \_\_\_\_\_  
Teacher's Signature Ms. Mongelli

**PART III.** Check off the administrative action used to resolve the problem after referral. (Indicate date and method used in making parent contact.)

☐ Student Counseled ☐ In-School Alternative ☐ Restitution/Restoration  
☐ Work Assignment ☐ Denial of Bus Privileges ☐ Referral to Courts  
☐ Reprimand ☐ Denial of Driving Privileges ☐ Behavioral Contracts  
☐ Detention ☐ Suspension ☐ Alternative School Recommendation  
☐ Disciplinary Probation ☐ Exclusion ☐ Recommendation for Due Process  
☐ Removal from Class  
☐ In-School Referral \_\_\_\_\_  
☐ Outside Agency Referral \_\_\_\_\_  
☐ Parent Contact - Date \_\_\_\_\_ Phone ☐ and/or Letter ☐ Conference ☐

Comments (if any): \_\_\_\_\_



Administrator's Signature \_\_\_\_\_ Date \_\_\_\_\_



## THE RED CLAY CONSOLIDATED SCHOOL DISTRICT STUDENT BEHAVIOR REFERRAL

\* FOR INTERNAL USE ONLY - To be completed within a reasonable amount of time.

**ART I.** Teacher's Name Ms. Mongelli Date 5/6/04  
 Student's Name: JW Grade: 9  
 Occurrence Date: 5/6/04 Time: Period 9 Location: A105B  
 Behavior: ☐ New ☒ Ongoing Description of Student Behavior: JW got out of his seat, came up to my desk, and stared directly at me. Then, JW sang a rap song stating, "How's your pussy?" He sang the word "pussy" several times during his rap song. When I told him to go to sos, he continued singing even louder. After JW sang, he made "sucking" noises with his mouth.

**PART II.** Check off the attempts used to resolve the problem. (Indicate date and method used in making parental contact.)

<input checked="" type="checkbox"/> Student/Teacher Conference Date <u>5/6/04</u>	<input type="checkbox"/> Parent Contact - Date _____ Phone <input type="checkbox"/> and/or Letter <input type="checkbox"/>	<input type="checkbox"/> Detention <input type="checkbox"/> Work Assignment
<input type="checkbox"/> Disciplinary Probation	Conference <input type="checkbox"/>	<input type="checkbox"/> REACH Referral
<input type="checkbox"/> Reprimand	<input type="checkbox"/> Behavioral Contract	<input type="checkbox"/> Other _____

Teacher's Signature Ms. Mongelli

**PART III.** Check off the administrative action used to resolve the problem after referral. (Indicate date and method used in making parent contact.)

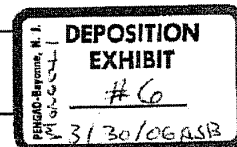
<input type="checkbox"/> Student Counseled	<input type="checkbox"/> In-School Alternative	<input type="checkbox"/> Restitution/Restoration
<input type="checkbox"/> Work Assignment	<input type="checkbox"/> Denial of Bus Privileges	<input type="checkbox"/> Referral to Courts
<input type="checkbox"/> Reprimand	<input type="checkbox"/> Denial of Driving Privileges	<input type="checkbox"/> Behavioral Contracts
<input type="checkbox"/> Detention	<input type="checkbox"/> Suspension	<input type="checkbox"/> Alternative School Recommendation
<input type="checkbox"/> Disciplinary Probation	<input type="checkbox"/> Exclusion	<input type="checkbox"/> Recommendation for Due Process
<input type="checkbox"/> Removal from Class		
<input type="checkbox"/> In-School Referral _____		
<input type="checkbox"/> Outside Agency Referral _____		
<input type="checkbox"/> Parent Contact - Date _____	Phone <input type="checkbox"/> and/or Letter <input type="checkbox"/> Conference <input type="checkbox"/>	

Comments ( if any ) : \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



Administrator's Signature \_\_\_\_\_ Date \_\_\_\_\_

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# THE RED CLAY CONSOLIDATED SCHOOL DISTRICT

## STUDENT BEHAVIOR REFERRAL

\* FOR INTERNAL USE ONLY - To be completed within a reasonable amount of time.

**PART I.** Teacher's Name Ms. Mongelli Date 5/7/04

Student's Name: JW Grade: 9

Occurrence Date: 5/7/04 Time: Period 7/8 Location: M109

Behavior: ☐ New ☒ Ongoing Description of Student Behavior: JW got out of his seat and walked over to me. Then, JW sang a rap song stating, "Ms. Mongelli gives head." He sang this four times. As he was singing, JW pointed to his penis three times.

**PART II.** Check off the attempts used to resolve the problem. (Indicate date and method used in making parental contact.)

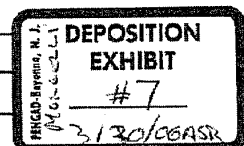
- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Student/Teacher Conference<br>Date _____ | <input type="checkbox"/> Parent Contact - Date _____<br>Phone <input type="checkbox"/> and/or Letter <input type="checkbox"/> | <input type="checkbox"/> Detention<br><input type="checkbox"/> Work Assignment |
| <input type="checkbox"/> Disciplinary Probation                   | <input type="checkbox"/> Conference <input type="checkbox"/>  | <input type="checkbox"/> REACH Referral  |
| <input type="checkbox"/> Reprimand                                | <input type="checkbox"/> Behavioral Contract  | <input type="checkbox"/> Other _____   |

Teacher's Signature \_\_\_\_\_

**PART III.** Check off the administrative action used to resolve the problem after referral. (Indicate date and method used in making parent contact.)

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Student Counseled             | <input type="checkbox"/> In-School Alternative  | <input type="checkbox"/> Restitution/Restoration           |
| <input type="checkbox"/> Work Assignment               | <input type="checkbox"/> Denial of Bus Privileges   | <input type="checkbox"/> Referral to Courts                |
| <input type="checkbox"/> Reprimand                     | <input type="checkbox"/> Denial of Driving Privileges   | <input type="checkbox"/> Behavioral Contracts              |
| <input type="checkbox"/> Detention                     | <input type="checkbox"/> Suspension   | <input type="checkbox"/> Alternative School Recommendation |
| <input type="checkbox"/> Disciplinary Probation        | <input type="checkbox"/> Exclusion  | <input type="checkbox"/> Recommendation for Due Process    |
| <input type="checkbox"/> Removal from Class            |   |  |
| <input type="checkbox"/> In-School Referral _____      |   |  |
| <input type="checkbox"/> Outside Agency Referral _____ |   |  |
| <input type="checkbox"/> Parent Contact - Date _____   | Phone <input type="checkbox"/> and/or Letter <input type="checkbox"/> Conference <input type="checkbox"/> |  |

Comments (if any): \_\_\_\_\_



Administrator's Signature \_\_\_\_\_ Date \_\_\_\_\_





**RED CLAY CONSOLIDATED  
SCHOOL DISTRICT**

Robert J. Andrzejewski, Ed.D.  
Superintendent

Administrative Offices  
2916 Duncan Road  
Wilmington, DE 19808

**Human Resources**

(302) 683-6856  
FAX (302) 636-8778

Debra Davenport  
Manager

Debra.Davenport@redclay.k12.de.us

May 13, 2004

Ms. Christina Mongelli - 121-66-7392  
504 Blackbird Drive  
Hockessin, DE 19707

Dear Ms. Mongelli,

RE: Board Action Appointment - 05/12/2004  
Change in Condition of Employment - Temporary Contract  
TO: Regular Contract  
LOCATION: DICKINSON HIGH SCHOOL  
EFFECTIVE: 05/13/2004

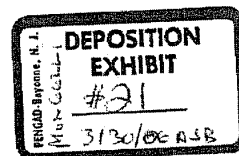
The Board of Education on the above day approved the change in  
the condition of your employment.

Sincerely,

A handwritten signature in cursive script, appearing to read "Debra Davenport".

Debra Davenport  
Manager  
Human Resources

DD:vb



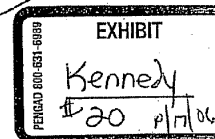
The Red Clay Consolidated School District does not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in its programs, activities or employment practices as required by Title VI, Title IX and Section 504. The district coordinator of compliance is: Administrator of Human Resources Development, RCCSD, 2916 Duncan Road, Wilmington, DE 19808 (302) 683-6662.

Mongelli-15

A27

July  
Aug 4  
12 Abon Family  
M, T, W - 762-5524

177  
files



# MANIFESTATION DETERMINATION WORKSHEET

Student: Student - JW Date: 6/3/04

In order to determine that a student's behavior is not a manifestation of his or her disability, all three of the following statements must be true.

1. The student's IEP and placement are appropriate and the special education services, supplementary aids and services, and behavior intervention strategies were provided consistent with the child's IEP and placement. ☒ yes ☐ no
2. The student's disability did not impair the ability of the student to understand the impact and consequences of the behavior. ☐ yes ☒ no
3. The student's disability did not impair the ability of the student to control the behavior subject to disciplinary action. ☐ yes ☒ no

If all three statements above are true, the behavior IS NOT A MANIFESTATION of the student's disability.

If at least one of the statements is false, the behavior IS A MANIFESTATION of the student's disability.

According to the guidelines above, Student - JW behavior

☒ IS A MANIFESTATION of disability  
☐ IS NOT A MANIFESTATION of disability

CONFIDENTIAL  
D137

Signatures:	Title	Approve	Disapprove
<u>Renee Carullo</u>	<u>Psychologist</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<u>Rachel Willbur</u>	<u>Sp. Ed. Teacher</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<u>Kristen Neaton</u>	<u>E.D.</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<u>Thomas Kalinowski</u>	<u>Gen. Ed. Teacher</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

## DISCIPLINARY REFERRALS

Date Range: 8/1/03 - 6/16/2004

Referred By: MONGELLI CHRISTINE

TOTAL = 82

Student	Grade	Date	Behavior	Admin Action 1
REDACTED	09	4/2/2004	<u>CLASS CUTTING</u>	In-School Alternative
	09	4/26/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Time Out
	09	2/10/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Student Counseled
	09	2/13/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Time Out
	09	3/23/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Time Out
	09	4/1/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Detention
	09	4/8/2004	<u>DISRESPECT TOWARD A STAFF MEMBER</u>	Time Out
	10	2/20/2004	<u>DISRESPECT TOWARD A STAFF MEMBER</u>	Time Out
	10	3/24/2004	<u>DEFIANCE OF SCHOOL AUTHORITY</u>	In-School Alternative
	10	3/18/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Detention
	10	3/22/2004	<u>OTHER</u>	Detention
	10	4/1/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Detention
	10	4/7/2004	<u>DEFIANCE OF SCHOOL AUTHORITY</u>	In-School Alternative
	10	2/5/2004	<u>DEFIANCE OF SCHOOL AUTHORITY</u>	Detention
	10	3/22/2004	<u>DEFIANCE OF SCHOOL AUTHORITY</u>	Student Counseled
	10	3/2/2004	<u>OTHER</u>	Detention
	10	3/2/2004	<u>DISRESPECT TOWARD A STAFF MEMBER</u>	Detention
	10	3/31/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Parent Contacted By Phone
	10	4/8/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Time Out
	10	2/4/2004	<u>DEFIANCE OF SCHOOL AUTHORITY</u>	Detention
	10	3/1/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Detention
	10	3/12/2004	<u>DEFIANCE OF SCHOOL AUTHORITY</u>	Parent Contacted By Phone
	10	3/18/2004	<u>GENERAL DISRUPTION OF THE ORDERLY EDUCATION PROCESS</u>	Parent Contacted By Phone
	10	3/18/2004	<u>DISRESPECT TOWARD A STAFF MEMBER</u>	Detention
	10	3/24/2004	<u>DEFIANCE OF SCHOOL AUTHORITY</u>	Detention
	10	3/30/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Time Out
	10	4/8/2004		
	10	4/8/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Time Out
	10	4/21/2004	<u>GENERAL DISRUPTION OF THE ORDERLY EDUCATION PROCESS</u>	Time Out
	09	3/24/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Parent Conference
	09	4/1/2004	<u>DEFIANCE OF SCHOOL AUTHORITY</u>	Reprimand
	09	4/20/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Time Out
	09	4/22/2004	<u>INFLAMMATORY ACTIONS</u>	Parent Contacted By Phone
	10	2/13/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Time Out



REDACTED	10	4/1/2004	<u>GENERAL DISRUPTION OF THE ORDERLY EDUCATION PROCESS</u>	Detention
	10	2/13/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Time Out
	10	2/13/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Time Out
	10	3/1/2004	<u>DEFIANCE OF SCHOOL AUTHORITY</u>	In-School Alternative
	10	3/24/2004	<u>DEFIANCE OF SCHOOL AUTHORITY</u>	Parent Contacted By Phone
	10	3/30/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Time Out
	10	3/30/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Time Out
	10	3/30/2004	<u>DEFIANCE OF SCHOOL AUTHORITY</u>	Suspension
	10	4/8/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Time Out
	10	5/13/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Parent Contacted By Phone
	11	3/18/2004	<u>CLASS CUTTING</u>	In-School Alternative
	09	3/24/2004	<u>DEFIANCE OF SCHOOL AUTHORITY</u>	In-School Alternative
	09	4/7/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Time Out
	10	2/17/2004	<u>DEFIANCE OF SCHOOL AUTHORITY</u>	Suspension
	10	3/18/2004	<u>CLASS CUTTING</u>	Suspension
	10	3/22/2004	<u>USE OF PROFANITY</u>	Other
	10	3/24/2004	<u>USE OF PROFANITY</u>	Other
	10	4/1/2004	<u>USE OF PROFANITY</u>	In-School Alternative
	10	4/2/2004	<u>USE OF PROFANITY</u>	In-School Alternative
	10	3/18/2004	<u>CLASS CUTTING</u>	In-School Alternative
	10	3/24/2004	<u>DEFIANCE OF SCHOOL AUTHORITY</u>	In-School Alternative
	10	4/2/2004	<u>LEAVING CLASS WITHOUT PERMISSION</u>	In-School Alternative
	10	2/10/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Student Counseled
	10	3/3/2004	<u>DISRESPECT TOWARD A STAFF MEMBER</u>	Time Out
	10	3/1/2004	<u>USE OF PROFANITY</u>	Suspension
	10	3/18/2004	<u>DISRESPECT TOWARD A STAFF MEMBER</u>	Parent Contacted By Phone
	09	3/2/2004	<u>INFLAMMATORY ACTIONS</u>	Parent Conference
	09	3/2/2004	<u>INFLAMMATORY ACTIONS</u>	Parent Conference
	09	3/2/2004	<u>INFLAMMATORY ACTIONS</u>	Parent Conference
	09	3/9/2004	<u>GENERAL DISRUPTION OF THE ORDERLY EDUCATION PROCESS</u>	Suspension
	09	3/10/2004	<u>GENERAL DISRUPTION OF THE ORDERLY EDUCATION PROCESS</u>	Suspension
	09	4/10/2004	<u>GENERAL DISRUPTION OF THE ORDERLY EDUCATION PROCESS</u>	Suspension
	10	2/4/2004	<u>USE OF PROFANITY</u>	Suspension
	10	4/1/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Detention
	10	1/21/2004	<u>GENERAL DISRUPTION OF THE ORDERLY EDUCATION PROCESS</u>	In-School Alternative

REDACTED	10	3/22/2004	<u>DISRESPECT TOWARD A STAFF MEMBER</u>	Parent Contacted By Phone
	10	3/24/2004	<u>GENERAL DISRUPTION OF THE ORDERLY EDUCATION PROCESS</u>	Suspension
	10	3/31/2004	<u>INFLAMMATORY ACTIONS</u>	Suspension
	09	3/1/2004	<u>OTHER</u>	Parent Contacted By Phone
	09	3/2/2004	<u>OTHER</u>	Other
	10	2/17/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Time Out
	10	3/1/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	In-School Alternative
	10	2/4/2004	<u>OTHER</u>	Time Out
	10	3/2/2004	<u>INFLAMMATORY ACTIONS</u>	Suspension
	10	3/19/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	In-School Alternative
	10	4/1/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Suspension
	10	5/7/2004	<u>INFLAMMATORY ACTIONS</u>	Suspension
	09	4/27/2004	<u>GENERAL CLASSROOM DISRUPTION</u>	Time Out



June 17, 2004

**RED CLAY CONSOLIDATED  
SCHOOL DISTRICT**

Robert J. Andrzejewski, Ed.D.  
Superintendent

Administrative Offices  
2916 Duncan Road  
Wilmington, DE 19808

Human Resources  
(302) 683-8658  
FAX (302) 683-8778

Debra Davenport  
Manager

Debra.Davenport@redclay.k12.de.us

Ms. Christina Diane Mongelli - 121-66-7392  
504 Blackbird Drive  
Hockessin, DE 19707

Dear Ms. Mongelli,

Board Action - 06/16/2004  
Lack of Certification  
Effective - 06/30/2004

The Board of Education on the above date authorized your termination due to lack of certification.

If your salary was subject to deduction for pension and you are not continuing employment with another state agency, you have two options for funds accumulated as a result of that deduction:

\*Request to withdraw these funds (Refer to Form No. WB-1)

\*Elect to leave these funds on deposit (Refer to Form No. CRN-1)

Please complete the upper portion of the form which indicates your preference and return it to this office. We will complete and forward it to the Office of Pensions.

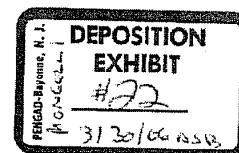
Enclosed is a copy of the "Notice to All Employees and Spouses concerning Continuation coverage Under Group Health Plans". Please contact the Employee Benefits Office, 683-6672, for additional information.

If we can be of any help in the future, please advise us.

Sincerely,

Debra Davenport  
Manager  
Human Resources

DD:vb



The Red Clay Consolidated School District does not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in its programs, activities or employment practices as required by Title VI, Title IX and Section 504. The district coordinator of compliance is: Administrator of Human Resources Development, RCCSD, 2916 Duncan Road, Wilmington, DE 19808 (302) 683-6662.

Mongelli.??  
A32

**CHARGE OF DISCRIMINATION**

This form is affected by the Privacy Act of 1974

☐ FEPA  
☐ EEOC
04070610  
17CA400600

Delaware Department of Labor

and EEOC

(State, or local Agency, if any)

AME (Indicate Mr., Mrs., Ms)

Christina Mongelli

HOME TELEPHONE NO. (Include Area Code)

(302) 239-9439

STREET ADDRESS

504 Blackbird Drive Hockessin DE 19707

CITY, STATE AND ZIP CODE

COUNTY

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one, list below.)

NAME

State of DE/Dept. of Education/Red Clay District

NO. OF EMPLOYEES OR MEMBERS 100+

TELEPHONE NUMBER (Incl. Area Code)

STREET ADDRESS

2916 Duncan Road, Wilmington, DE 19803

CITY, STATE AND ZIP CODE

NAME

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

☐ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ NATIONAL ORIGIN ☐ AGE

DATE DISCRIMINATION TOOK PLACE

☒ RETALIATION ☐ DISABILITY ☐ OTHER (Specify)

EARLIEST 3/1/2004

LATEST 6/30/2004

☐ CONTINUING ACTION

THE PARTICULARS ARE (If additional space is needed, attached extra sheet(s):

I. I am a female individual who began working with Respondent on 1/04 as a Secondary Special Education Teacher. In 3/04, one of my male students began to make sexual comments and touch me inappropriately. I reported the actions to John Kennedy, Asst. Principal who took my referral. As a result, I had no knowledge of any investigations performed because Mr. Kennedy did not return my documented referrals. Consequently, I attempted to perform my duties to the best of my abilities and received an excellent performance review. However, the sexual harassment from my male student escalated and I reported his actions again to Mr. Kennedy about fifteen times. Based on my performance, Debra Davenport, HR Manager offered me a full-time teaching contract on 5/13/04. After her offer, Mr. Chad Carmack, Principal stated that there were no positions for next year and he would contact Ms. Davenport. The explanations regarding my contract, from Ms. Davenport and Mr. Carmack appeared conflicting because Ms. Davenport informed me that there were openings and Mr. Carmack stated there was a hold on hiring new teachers and there were no positions available for next year. On 6/3/04, Mr. Carmack then stated that he spoke with Ms. Davenport and I should have received my termination letter. He mentioned that since I did not have my special education certification, I did not have a position. I then followed up with Ms. Davenport that day and she retracted all of her previous statements. She concluded that Mr. Carmack had the final judgement and after the board meeting on 6/16/04, I would receive my termination letter.

II. Respondent terminated me for pre-textual reasons after I reported sexual harassment from a student.

III. I believe that I was discriminated and retaliated against in violation of Title VII of the Civil Rights Act of 1964, as amended and the Delaware Discrimination in Employment Act based on my sex (female) because: 1. Respondent terminated my contract after receiving reports of sexual harassment and did not address my initial complaints; 2. Despite openings, Respondent states there are no vacancies; 3. Respondent has treated me differently than my male special education co-workers by granting them teaching positions without certificates. My present certification is valid for three years; 4. I reported the sexual harassment to the school police officer in addition to Respondent; 5. Dr. Smith, Asst. Principal, told me that many complaints do not look good for the district. Therefore, I strongly believe that my complaints motivated my termination.

☒ I also want this charge filed with the EEOC. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

SIGNATURE OF COMPLAINANT

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

NOTARY (When necessary to meet State and Local Requirements)

Date July 23, 2004 Christina Mongelli  
Charging Party (Signature)

Subscribed and sworn to before me this date

(Day, month, and year)

Mongelli 23  
A33



**John Dickinson High School**  
 1801 Milltown Road  
 Wilmington, DE 19808  
 (302) 992-5500

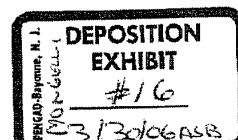
Date: August 20, 2004  
 To: Ms. Diane Dunmon  
 From: Mr. John Kennedy *JK*  
 Re: Ms. Christina Mongelli and student JW

Outlined below are the events that occurred during the latter portion of the 2003-2004 school year involving Ms. Mongelli and JW. I believe these events demonstrate that I responded to the issues brought forward by Ms. Mongelli in a timely and judicious manner.

- 02/24/2004: A meeting was held in the office of the educational diagnostician for Dickinson High School, Ms. Kristen Norton. Ms. Mongelli was present. The purpose of the meeting was to see if assistance could be provided to Ms. Mongelli who was experiencing classroom management issues. I removed several students from Ms. Mongelli's class, including ER, EW and CD-W. No mention was made of JW. [See letter dated 2/24/04]
- 03/08/2004: JW received a one day Out-of-School Suspension (OSS) for 3/09/04 for Disruption of the Educational Process and Inflammatory Actions due to conduct reported in Student Behavior Referrals (SBRs) submitted by Ms. Mongelli and dated 3/2/04 and 3/1/04. [See Notice of Suspension dated 3/08; SBRs dated 3/02 and 3/01]
- 04/08/2004: JW received a one day OSS for 4/19/04 (Note: Spring Break was 4/09/04 – 4/18/04) for Abusive Language, Disruption of the Educational Process and Defiance of Authority due to conduct reported in Class Reports submitted by Ms. Mongelli and dated 3/31/04 and 4/01/04. [See Notice of Suspension dated 4/08; Class Reports dated 4/01, 3/31 and 3/31]
- 05/06/2004: Ms. Mongelli verbally reported to me several incidents of inappropriate conduct by JW in class that had taken place over the preceding two weeks. This was the first time that Ms. Mongelli reported inappropriate physical contact by JW including inappropriate physical contact of a sexual nature that occurred on 4/26, eleven days prior to Ms. Mongelli reporting the

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incident. It was also the first time Ms. Mongelli indicated that [JW] had directed inappropriate comments of a sexual nature toward her. I asked Ms. Mongelli if she could link the incidents of inappropriate conduct to specific dates and submit the information to me in a written narrative. The following day, Ms. Mongelli submitted 7 SBRs to me dated 5/07, 5/06, 5/05, 5/05, [two SBRs were submitted for 5/05] 5/04, 5/03 and 4/26. I interviewed [JW] on the same day (5/7). [JW] denied misconduct. [JW] was absent from school on Monday, 5/10. [JW] did not have Ms. Mongelli's class on 5/11 and 5/12 due to testing. On 5/11, I interviewed [Student 1]. On 5/12 I interviewed [Student 2] (Note: These were the only students that agreed to make statements. The other students indicated that they had not witnessed inappropriate behavior by [JW] and declined to make statements.) The statements provided by [Student 1] and [Student 2] substantiated many of the violations reported by Ms. Mongelli on the SBRs submitted on 5/07 (although neither student reported witnessing the 4/26 incident). On 5/13 I met [JW] prior to the start of class in Ms. Mongelli's room and brought him to my office where I informed [JW] of his 5-day OSS for Inflammatory Actions, Abusive Language and Defiance of Authority. Subsequent to the suspension from school, I reported the incidents to the School Resource Officer, Detective Alex Nowell. [See SBRs dated 5/07, 5/06, 5/05, 5/05, 5/04, 5/03 and 4/26; Notice of Suspension dated 05/13; notes from interview with [JW] signed and dated 5/07; Test Schedule for May 10, 11, & 12; notes from interview with [Student 1] signed and dated 5/11; notes from interview with [Student 2] signed and dated 5/12]

It is important to note the following:

- Information pertaining to the disciplinary actions of [JW] was communicated to Ms. Mongelli via carbon copies of SBRs and Class Reports as well as verbally.
- Subsequent to the 4/08 OSS and prior to the report of misconduct on 5/06, I specifically asked Ms. Mongelli during a conversation in the hallway how things were going with [JW]. Ms. Mongelli reported that things were going "better" and that [JW] "was no longer a problem."
- From the time of Ms. Mongelli's verbal report on 5/06 of inappropriate conduct of a sexual nature by [JW], [JW] never returned to Ms. Mongelli's class with the one exception of that same day. [JW] did attend class on 5/06 because of a miscommunication regarding the period rotation at the end of the day. After 5/06, [JW] never again was present in Ms. Mongelli's class. [See Rotation Schedule 9/12/03 and Attendance Reports]
- Subsequent to [JW]'s OSS on 5/13, I verbally notified the principal of John Dickinson High School, Mr. Chad Carmack, of the situation and my intention to notify appropriate district office personnel of the situation.

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- Subsequent to the 5/13 OSS, I notified assistant superintendent, Ms. Diane Dunmon, of the situation. This was in accordance with district policies and procedures.
- Subsequent to the 5/13 OSS, I notified assistant superintendent, Dr. Mark Zawislak, of the situation and asked for guidance concerning the appropriate steps for further disciplinary action given [JW]'s status as a special education student. Dr. Zawislak recommended an IEP / Manifestation Meeting. I notified Dickinson's school psychologist, Dr. Janine Carello, and the school's educational diagnostician, Ms. Kristen Norten, to arrange the meeting that was held on 6/3/04.
- Subsequent to [JW]'s OSS on 5/13, I told Ms. Mongelli on more than one occasion that SRO Nowell wanted to speak to her regarding the incidents.
- Following SRO Nowell's investigation, [JW] was arrested and charged with Unlawful Sexual Contact Third Degree, Sexual Harassment and Offensive Touching- A Superintendent's Student Conduct Report (Housebill) was filed. [See Superintendent's Student Conduct Report Incident ID 45762]
- An IEP / Manifestation Meeting was held on 6/03/2004 and it was determined that the inappropriate conduct by [JW] which resulted in the OSS on 5/13 was a manifestation of his disability. [See Minutes from Meeting dated 6/03/04]
- Individuals notified of the situation included Ms. Mongelli, [JW], Ms. [redacted] (mother), as well as the school resource officer (state police), educational diagnostician, school psychologist, principal and two assistant superintendents.
- [JW] did not return to school following his suspension.

I believe the events outlined above demonstrate that, acting as an agent of the Red Clay Consolidated School District, in the capacity of assistant principal at John Dickinson High School, I took a course of action that was judicious, transparent and appropriate in addressing the situation involving Ms. Mongelli and [JW].

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**RED CLAY CONSOLIDATED  
SCHOOL DISTRICT**

Robert J. Andrzejewski, Ed.D.  
*Superintendent*

Administrative Offices  
2918 Duncan Road  
Wilmington, DE 19808

**Human Resources**

(302) 683-6656  
FAX (302) 636-8778

**Debra Davenport**  
*Manager*

Debra.Davenport@redclay.k12.de.us

January 14, 2005

Ms. Christine Mongelli  
504 Blackbird Drive  
Hockessin, DE 19707

Dear Ms. Mongelli:

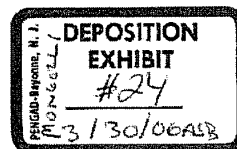
The District is pleased to offer you a position effective January 19, 2005, as an elementary teacher at Warner Elementary School. This offer is an unconditional offer and is not dependent upon resolution of your complaint against the District. Your salary, annualized, will be \$50,978.

Please advise my office no later than January 18, as to whether you accept this employment offer.

Sincerely,

Debra Davenport, Manager  
Human Resources

cc: Fred D'Angelo, Esq.  
Diane Dunmon



The Red Clay Consolidated School District does not discriminate on the basis of race, color, national origin, religion, sex, age, or disability in its programs, activities or employment practices as required by Title VI, Title IX and Section 504. The district coordinator of compliance is: Administrator of Human Resources Development, RCSD, 2916 Duncan Road, Wilmington, DE 19808 (302) 683-6662.

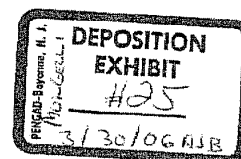
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PROSED  
Human Resources

1/13/05 3:15

*file  
personal  
file*



January 13, 2005

To: Debra Davenport, Manager  
Human Resources  
2916 Duncan Road  
Wilmington, Delaware 19808

Dear Ms. Davenport:

I accept your offer of a position  
effective January 19, 2005, as an  
elementary teacher at Warner Elementary  
School.

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Sincerely,  
*Christina Mongelli*  
Christina Mongelli  
January 18, 2005

1/18/2005 1:09 PM FROM: ERM FAX: 3026666778 PAGE: 001 OF 001

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